



2014-15 Differentiated Pay Plan Submission Template

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to Tenn. Code Ann. §49-3-306(h), which requires districts to create and implement differentiated pay plans. The intent of the differentiated pay plans is to give local control to districts in regard to salary schedule, and to create another lever for districts to attract and retain teachers based on a flexible set of potential criteria. A complete copy of the policy can be found [here](#).

Structure of this Document

The document includes two required sections where districts will describe their proposed 2014-15 differentiated pay plans and salary schedules. An optional section is also included on stakeholder engagement and eligibility. Finally, districts that choose to propose an [alternative salary schedule](#) as their differentiated pay plan, or part of their plan, will need to complete a short [addendum](#). A list of the common differentiated pay terms used throughout this document can be found in [Appendix A](#).

Timeline

The department has created a flexible timeline for differentiated pay plan submission to better meet the various deadlines of each district's local school board and budget processes. The table below outlines this timeline:

General Differentiated Pay Plan Submission Timeline	
Prior to submission	Local school boards are informed of and/or approve differentiated pay plans that will be submitted to TDOE
Jan. 2, 2014	TDOE begins accepting differentiated pay plan submissions
Ongoing	Districts submit differentiated pay plans to TDOE
Three weeks after date of submission	TDOE communicates approval decision to school districts
Following TDOE approval notification but no later than June 30, 2014	Local school boards approve final differentiated pay plans and any associated budget items

For those districts that choose to implement an [alternative salary schedule](#) as their differentiated pay plan (see page 5 for more detailed information on this option) the following timeline will be used in order to meet the necessary State Board of Education (SBE) deadlines.

Alternative Salary Schedule Submission Timeline	
Prior to submission	Local school boards are informed of the alternative salary schedule that will be submitted to TDOE
Jan. 2, 2014	TDOE begins accepting differentiated pay plan submissions
Jan. 31, 2014	Districts submit alternative salary schedules to TDOE
By Feb. 21, 2014	TDOE communicates approval decision of the alternative salary schedule to school districts
By March 8, 2014	Local school boards approve the alternative salary schedule
March 8, 2014	TDOE submits alternative salary schedule documents to the SBE
April 18, 2014	SBE Meeting

All differentiated pay plans and alternative salary schedules should be submitted to Laura.Encalade@tn.gov. The department also plans to post the final differentiated pay plans on its website.

Note that while the differentiated pay plan must be implemented in the 2014-15 school year, the first payouts from those plans could occur, particularly for those plans which include performance related criteria, at the completion of the 2014-15 school year when all relevant student achievement data is available. Following the 2014-15 school year, the department will collect evidence of implementation, including information regarding the number of awards that were paid out.

Contact Laura Encalade at Laura.Encalade@tn.gov or (615) 253-2119 for additional questions or guidance on creating your differentiated pay plan or on the submission and approval processes.

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	Not Applicable				
Performance	The district will incorporate a bonus salary schedule that uses evaluation criteria to determine the amount awarded to each teacher based on teacher TEAM evaluation performance data.	Teachers with a TEAM score of 4 or 5 will receive a bonus each year. Teachers with a TEAM score of 1, 2, or 3 will not receive a bonus. Building administrators will receive a bonus based on their overall school TEAM score. The bonus for a Level 4 teacher would be \$300 and the bonus for a Level 5 teacher would be \$500, based	<p>All teachers (439) are eligible to receive the award.</p> <p>Based on last year's evaluation data, the district anticipates between 78-85% of teachers will receive bonus pay.</p>	The district anticipates the total cost to be \$153,000 based on last year's evaluation data.	These payouts will form close to .4% percent of salary costs, with the exception of some career ladder and other supplements.

		on available funds.			
Additional Instructional Roles or Responsibilities	The district will incorporate supplemental pay for Master Teachers and Learning Coaches.	Teachers with a TEAM score of 4 or 5 will be eligible to serve as Master Teachers or Learning Coaches. Master Teachers will receive \$4,000 and Learning Coaches will receive \$3,000 each year.	Each school will have one Master Teacher and one Learning Coach. This will be a total of 16 teachers for the district.	The district calculates a cost of \$32,000 for Master Teachers and \$24,000 for Learning Coaches. This is a combined total of \$56,000.	These supplemental payouts will be less than 1% of salary expenditures.
Education	The district will include Bachelor's and Master's degrees for eligible base pay compensation as shown in the attached 2014-15 salary schedule	Advanced degrees will be awarded with a base pay increase.	The district currently has an estimated 64% of its teachers with an advanced degrees.	This estimated total cost of this element is \$129,549 per year.	This will comprise about 0.49% of district salary expenditures.
Experience	The district will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase in the district is \$900 per year. The estimated cost is \$392,400	This experience payment makes up 1.51% of the districts expenditures on salary.
Other	<i>Not Applicable</i>				